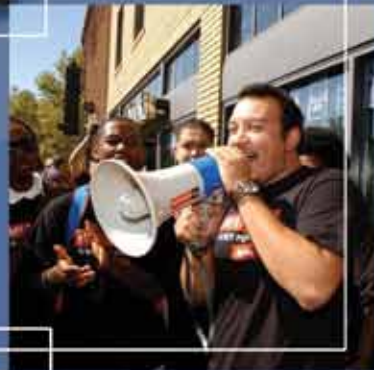


# EXECUTIVE DIRECTOR



**CALCASA**  
CALIFORNIA COALITION  
AGAINST SEXUAL ASSAULT



## UNIQUE OPPORTUNITY

This is a unique opportunity to provide leadership at both a state and national level, bringing a unifying vision and voice to those who speak out against sexual violence. CALCASA works to impact public policy, educate the public, and provide resources to all those working to end sexual violence.

## CALIFORNIA COALITION AGAINST SEXUAL ASSAULT (CALCASA)

Founded in 1980, CALCASA is the only statewide organization in California whose sole purpose is to promote public policy, advocacy, training and technical assistance on the issue of sexual assault. CALCASA's primary membership is the 85 rape crisis centers and rape prevention programs in the state. Affiliate membership includes organizations, businesses, individuals and others committed to our mission and our vision of the elimination of sexual violence.

CALCASA works closely with rape crisis centers, government agencies, campuses, institutions, policymakers, the criminal justice system, medical personnel, community-based organizations

CALCASA convenes statewide and national training conferences and offers resources such as online media, podcasts, training curricula, reports on sexual violence research, and organizational/resource development guides. CALCASA is also called upon by individuals and organizations nationwide to provide direction on the issue of eradicating sexual assault. CALCASA serves as a hub for collections of state of the art information about sexual assault in its online archives, blogs and library.

## ORGANIZATION

Located in downtown Sacramento, CALCASA's 2010-2011 budget is approximately \$2.4 million. Current staff includes fourteen (14) dedicated employees who give their energy and expertise in working towards the eradication of sexual assault in our communities.

and business leaders providing a central resource for improving society's response to sexual violence by supplying resources and expertise on a wide range of issues.

## Programs and Services

CALCASA has a variety of programs and services in the following four areas:

**Prevention** – CALCASA's Prevention work promotes the development, implementation and evaluation of efforts to prevent sexual violence in California and throughout the country through its training, technical assistance and use of a variety of emerging technologies.

**Public Affairs** – CALCASA works to heighten public interest and awareness of the issues surrounding sexual violence. We achieve this on behalf of sexual assault survivors and CALCASA members through media advocacy and legislative affairs in California and nationally.

**Education** – CALCASA provides valuable educational programs, training and technical assistance to California rape crisis centers, government agencies, allied professionals and the general public.

**Campus** – The Campus Program provides training and technical assistance to institutes of higher education in California and throughout the country and territories.



## MISSION

CALCASA's staff, Board of Directors, Council and membership work together to uphold our mission and provide a central resource for improving society's response to sexual violence.

## KEY ISSUES AND PRIORITIES

In preparation for the recruitment of a new Executive Director, the Search Committee, with input from CALCASA staff and stakeholders, identified the primary issues and priorities to be addressed by the successful candidate:

### Board/Council Transition

The new Executive Director will continue a strong relationship with the existing leadership structures including its Board and Council. Additionally the successful candidate will manage the change in CALCASA's leadership structure as well as head the process for expanding its membership base.

### Organizational Leadership

The new Executive Director will be assuming leadership of an organization that is financially sound and employs a very competent and capable staff. The ability to effectively build rapport with staff and gain an understanding and solid perspective of their skills and abilities will be one area of focus for the new Director. In addition, the new Director will need to successfully balance managing the internal needs of the organization with the external demands of stakeholders, leaders of partnering agencies, funding

agencies, membership groups, policy makers and other national coalitions.

### Strategic Planning

The new Director will also help create and develop a written strategic plan and provide a blueprint for what will be accomplished during the first 12 months in the position. The Director will gain a solid understanding of the appropriate orientation of the strategic planning process for the agency and lead the effort to engage management, staff, Board, Council and membership throughout the process.

## IDEAL CANDIDATE

The new Executive Director will assume responsibility for an agency with an established history of collaboration and relationships with legislators and constituents, quality membership services, and a track record of accomplishment. These traditions, plus the issues and priorities, call for someone with strength who is personable and articulate.

Specific qualifications are as follows:

### Education and Experience

The ideal candidate is experienced in the field of victim services, prevention, and background with a skill in maneuvering through political circles. This personable and strategic leader will have excellent communication skills, be a superior manager and leader, and exhibit the highest ethical standards. Candidates with the ability to articulate vision and are comfortable taking on risky and challenging issues nationally will be highly favored. Experience in grant writing and budget preparation are a must.

### Competencies and Personal Characteristics

The Search Committee is seeking an Executive Director with the following characteristics:

- Strong sense of ethics, personally and professionally
- Visionary
- Interested in partnering with and assisting the Board in developing, refining, and implementing policy and legislative initiatives
- A people-oriented leader who will establish a collaborative, sound, working relationship with the Board, Council, CALCASA staff and various stakeholder groups including policy makers







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- A well rounded chief executive officer who is a team builder, delegates both authority and responsibility appropriately, and holds the agency accountable; committed to developing staff to their fullest potential
- Sense of humor
- Accessible to the Board, CALCASA members, and staff
- Embraces and values the use of leading edge technology and innovation
- Balances external and internal roles effectively at the state and national level
- An effective listener and communicator
- Decisive once input has been received and viewpoints are understood
- Compassionate, encouraging and inspires trust
- Values diversity and experienced in working and building teams with individuals from diverse and underserved communities
- Critical thinker
- Calm under pressure
- Embraces change; is proactive and "thinks outside the box"

## COMPENSATION AND BENEFITS

The salary range for the Executive Director is \$110,000 to \$125,000, depending on the qualifications. Additionally, CALCASA provides a competitive benefits package that includes the following:

- Medical, dental, vision, and alternative health plans (chiropractic and acupuncture)
- 403(b) plan - 5% of salary contribution paid by CALCASA
- Life insurance equal to employee's salary

## APPLICATION PROCESS AND RECRUITMENT SCHEDULE

**The final filing date for this position is Friday, June 25, 2010.** To be considered for the position, please submit a cover letter with current resume, salary, and five work-related references in pdf format to:

Following the filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be invited to a preliminary screening interview conducted by the consultants in early June. It is anticipated that panel interviews will take place during the week of July 12<sup>th</sup> and an appointment will be announced in late August, following final interviews and extensive reference and background checks.

